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THE CHRONICLE of Higher Education

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News Summary

Articles on inside pages

The Pentagon has dropped a proposal to restrict the publication of some unclassified research that it says could be useful to adversaries of the U.S. Story on Page 17.

A bill designed to make it clear that civil-rights laws apply to an entire educational institution if any part of it receives federal funds has been approved by two House committees. Story on Page 17.

Henry Rosovsky, dean of the faculty at Harvard University, is about to retire from what many consider to be the best academic job in America. Story on Page 15.

High-school students should be taught basic intellectual skills before anything else, a panel of the National Academy of Sciences said last week. Story on Page 16.

Many colleges provide their chief executives with only modest benefits and perquisites, according to a survey by two higher-education associations. Story on Page 21.

An appeals court has ruled that the N.C.A.A. did not violate antitrust laws by sponsoring women's intercollegiate athletic championships. Story on Page 27.

Scholarly study of the United States has gained academic and political acceptance in Mexico. Story on Page 29.

The National University of El Salvador has been reopened after a four-year occupation by National Guard troops. Story on Page 29.

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WESTERN APPEALS IGNORED

Outcry over the Sakharovs Underscores Deterioration of U.S.-Soviet Relations

WIDE WORLD

When Andrei Sakharov could not receive his honorary doctorate in person last week, the U. of Pennsylvania placed his diploma and a hood on an empty chair.

By RICHARD OWEN

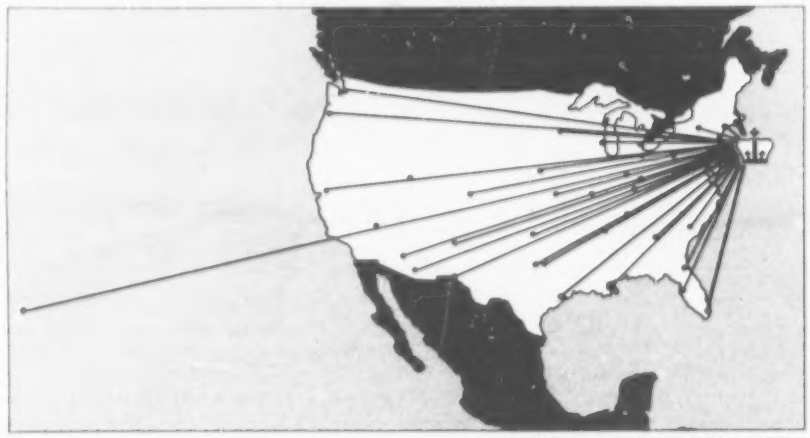
MOSCOW

The international outcry over the case of Andrei D. Sakharov, the dissident Soviet physicist and human-rights campaigner, has dramatized the rapid deterioration in the relationship between Russia and the United States.

Political, intellectual, and academic leaders in the West have appealed to the Soviet Union to allow Mr. Sakharov and Yelena Bonner, his wife, to leave this country for medical treatment. They have argued that should the physicist or his wife die as a result of their current hunger strikes, any prospect for a restoration of

Continued on Page 31, Column 1

COLUMBIA SEEKS TV CHANNELS IN 43 CITIES



CHRONICLE ILLUSTRATION BY PETER H. STAFFORD

Columbia U.'s proposed network (above) is one of several universities' plans for educational-TV permits. Critics call them a "great channel grab." See Page 12.

As Use of Computers Sweeps Campuses, Colleges Vie for 'Czars' to Manage Them

By JUDITH AXLER TURNER

There is room at the top in academe for candidates who:

► Have a thorough knowledge of computing and communications systems.

► Have had at least five years of management experience in a college or university.

► Have a Ph.D. in engineering, science, mathematics, management-information systems, or comparable disciplines.

► Have had significant experience conducting or supporting academic research at a research university.

► Are willing to step into a position that is powerful, important—and sometimes ambiguous.

The positions carry such titles as vice-provost for computing or vice-president for computer systems and policy, indicating broad responsibilities and good pay.

Whatever the official title, the job is what one university search committee calls the "computer czar"—the person responsible for making and carrying out computing policy.

At the moment, fewer than 20 colleges have such administrators. But another dozen are seeking to fill newly created slots, and the need is growing. "Within a couple of years, there will be 100 positions

Continued on Page 14, Column 1

Court Reaffirms TIAA Must Pay Equal Pensions

Ruling will be appealed; affects post-1980 retirees

By CHERYL M. FIELDS

A federal appeals court last week ruled for the second time that the Teachers Insurance and Annuity Association and the College Retirement Equities Fund must begin paying equal retirement benefits to all men and women who retired after May 1, 1980.

The U.S. Court of Appeals for the Second Circuit said that the benefits paid under retirement plans offered by T.I.A.A. and C.R.E.F. could be adjusted without substantially harming men's retirement benefits or creating additional financial burdens for the companies or college and university employers.

T.I.A.A.-C.R.E.F. officials said last week that the companies would appeal the Second Circuit's ruling to the Supreme Court.

In a landmark ruling last July in an Arizona state retirement case, the Supreme Court ordered that equal benefits be paid to male and female retirees based on all pension contributions made after last August 1.

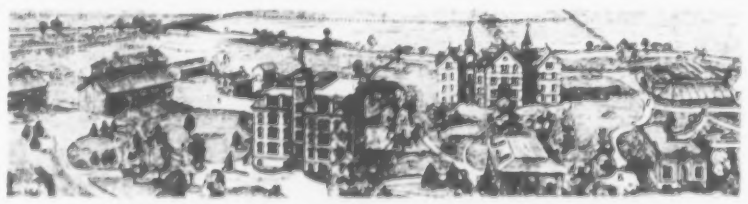
- **The text** of last week's court decision on faculty pensions begins on Page 25.
- **College officials** complain T.I.A.A.-C.R.E.F. is unresponsive to demands for greater flexibility. Story on Page 21.

Because of fears about the financial impact on pension companies and employers of having to equalize benefits, the Supreme Court ruled in the Arizona lawsuit, known as the *Norris* case, that benefits based on contributions made before August 1 could be calculated according to the terms of existing pension plans.

The Second Circuit, however, in reinstating a decision it originally handed down in September, 1982, said the T.I.A.A.-C.R.E.F. plans differed significantly from the Arizona pension plan at issue in the *Norris* case.

If sustained by the Supreme Court, the Second Circuit's ruling means that women

Continued on Page 25, Column 1



The Planning of America's Campuses

The park-like designs of many land-grant colleges, such as Michigan State Agricultural College (shown here as it appeared in the 1870's), reflect their democratic ideals. A story on the history of campus planning begins on Page 5.

'In' Box

When a federal court of appeals ruled last year that, for tax purposes, the principal place of business of several New York musicians was their home practice areas rather than their employer's headquarters, the court related the story of a "musician who, when asked the best way to get to Carnegie Hall, replied, 'Practice! Practice!' "

Now David J. Weissman, associate professor of philosophy at City College of the City University of New York, is using a similar argument before the same court to support his claim for a home-office tax deduction. Citing the musicians' case, he says he "got to C.U.N.Y. as an associate professor . . . because of 'Research! Research!' "

•

Mr. Weissman's appeal, before the U.S. Court of Appeals for the Second Circuit, challenges a ruling by the Internal Revenue Service—and upheld by the U.S. Tax Court—that he was not entitled to the deduction even though he spent more time at home than in the classroom, engaged in scholarly activities required by his employer.

As a college professor, he maintains, he is "primarily a researcher and writer," and for various reasons, including the absence of a safe and adequate office at the college, his home became the "focal point" of his work.

"The campus office was appropriate at best for class preparation and student guidance, but in no way suitable for scholarly research and writing," Mr. Weissman says.

Oral arguments in his appeal—which is being supported by the Professional Staff Congress, a 14,000-member union—are expected to be heard sometime in June.

•

Make it brief, make it focused, and don't make mistakes. That, in short, is advice on résumé writing, courtesy of Debra J. McCarthy, director of the Higher Education Administration Referral Service, a nonprofit service that helps match individuals with administrative positions in higher education.

HEARS also offers a critique service providing more specific evaluations of individual résumés. Explained Ms. McCarthy: "We are trying to prevent very qualified people from being eliminated from a job search because they don't know how to write a résumé."

For $10, a HEARS registrant who seeks a job will receive a written evaluation of his or her résumé's content and appearance, with suggestions for improvement based on a sensitivity to the higher-education market. The critique will be mailed to the registrant within five days.

While getting a job used to depend more on the "old-boy network," Ms. McCarthy noted, résumés are now a crucial tool. "We constantly talk to our member institutions and people on search committees to determine what they like to see," she said.

For details, write to HEARS, Box C, Suite 510, One Dupont Circle, Washington 20036; (202) 857-0710.

Personal & Professional

Presidents' Pay Found Linked to College Size, but Their Benefits Fall Short in Many Cases

Hundreds of chief executives are receiving relatively modest perquisites, survey shows

By ROBERT L. JACOBSON

WASHINGTON

As a rule, the larger a college or university is, the more it rewards its chief executive officer in salary and benefits, according to a survey sponsored by two national organizations in higher education.

But the survey, described as the first of its kind in academe, also found that many institutions provide relatively few of the extras that might make a difference in attracting top candidates.

To be sure, most colleges and universities offer such fringe benefits as contributions to a retirement plan, at least partial reimbursement for moving expenses, and provision of a residence and other housing assistance for their presidents or chancellors. A closer analysis of survey responses from 1,328 chief executives shows, however, that hundreds of them enjoy only modest benefits and perquisites.

For example, while 91 per cent of the institutions make payments toward their presidents' retirement plans, more than one-third contribute less than 7 per cent of the officials' salaries.

Similarly, about three-fourths of the institutions reimburse their executives for out-of-pocket travel and entertainment expenses, but only 10 per cent provide unrestricted expense accounts and only 19 per cent reimburse executives for the related expenses of their spouses. Forty-three per cent of the institutions make no provision for the executive's membership in professional associations or societies.

Stephen S. Miller, executive director of the College and University Personnel Association, one of the survey's two sponsors, said the results supported the view that college and university presidents are inadequately compensated for what they do and in relation to chief executives in private industry.

He pointed to findings that 54 per cent of the college chiefs have been in their positions for five years or less. That means "a lot of burnout," he said.

Mr. Miller and Robert L. Gale, president of the Association of Governing Boards of Universities and Colleges, the other sponsor, wrote in an introduction to a report of the survey that they expected it to result in a significant increase in higher education's "ability to attract and retain competent leadership talent."

Tables on the compensation and benefits of chief executive officers in colleges and universities appear on the following page.

Prepared by Sibson & Company, a management consulting firm, the report lets users compare compensation and benefit packages at institutions with similar scope, operating budgets, and enrollments.

Among public two-year colleges, for instance, it shows that average salaries of chief executives range from $49,500 at institutions with budgets under $5-million to $67,900 where budgets are $50-million or more. At public universities, meanwhile, the salaries range from $58,700 where budgets are under $10-million to $83,500 where they are at least $100-million. Some of the other results:

► Chief executives' vacations range from two weeks to six weeks a year, with four weeks being the most common.

► Half the institutions allow their presidents and chancellors paid leaves of absence for personal or medical reasons, but only 15 per cent grant them paid leaves for extended study or public appointments.

► One-fourth of the executives do not have contracts. Fifty-five per cent receive formal reviews of their performance, most commonly on an annual basis.

► Supplemental life insurance is provided to 61 per cent of the executives and long-term disability insurance is provided to 44 per cent.

Mr. Miller said free copies of the report, *1984 Compensation & Benefits Survey of College & University Chief Executive Officers*, would be mailed in the first week of June to officials who participated in the study. Additional copies will cost their institutions $25, he said, while the price for others will be $75. Copies may be ordered from the College and University Personnel Association, 11 Dupont Circle, Suite 120, Washington 20036.

The survey was supported by a $49,000 grant from the Ford Foundation. Mr. Miller said proceeds from the sale of the report would be used for future surveys, which he said he hoped could be carried out at least once every three years.

TIAA Described as Inflexible on 'Old Money' Options

After several meetings with officials of the Teachers Insurance and Annuity Association and the College Retirement Equities Fund over the past six months, a special committee of college and university business officers has ended up dissatisfied with the companies' response to demands for greater flexibility in their retirement plans, the panel's chairman said last week.

The chairman, Raymond M. Krehel, vice-president for business and finance at Colgate University, charged in a telephone interview that officials of T.I.A.A. and C.R.E.F.—despite a willingness to listen to the committee's concerns—apparently had no intention of offering participants greater options to transfer or "cash out" funds previously invested in the two annuity programs.

"What I have discovered is the inflexibility within T.I.A.A.-C.R.E.F. to discuss some of the needs that are being asked about," Mr. Krehel said. His comments contrasted with previous remarks in which he had characterized recent actions by the companies as productive and "moving in the right direction."

Mr. Krehel also complained that while the companies were "planning some changes for new money [contributed to participants' accounts], those changes are developing very slowly." He noted that a proposed money-market option was not expected to be offered before 1986 and that a newly planned "cashable group annuity," scheduled to be available later this year, was being introduced "without enthusiasm" from the companies.

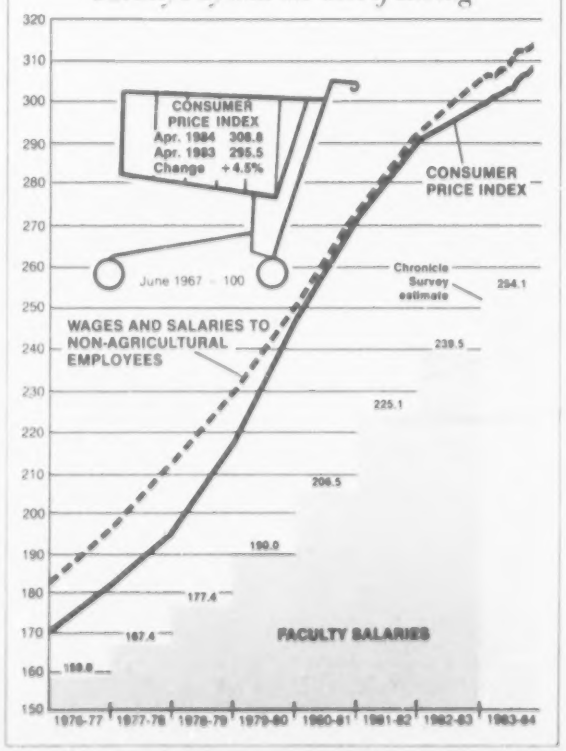
The committee chairman said he had been particularly discouraged to learn, after "lots of contact" with T.I.A.A.-C.R.E.F. officials, that they were giving "no consideration" to proposed new options for previously invested funds.

"They've said they're not going to do anything for the old money," Mr. Krehel said, adding, "They're not willing to study it, either."

"I think that's wrong," he continued, "because the people who

Continued on Page 23, Column 1

Faculty Pay and the Cost of Living



SOURCES: DEPARTMENT OF LABOR, DEPARTMENT OF COMMERCE, JOHN MINTER ASSOCIATES, AND AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

FACT-FILE

Benefits and Compensation of College Presidents, 1983-84

	All institutions*	2-year colleges	4-year colleges	Universities
Number of institutions	**1,328**	**438**	**506**	**263**
Years as chief executive				
1 year or less	18%	17%	21%	13%
2–5 years	36%	37%	32%	41%
6–10 years	26%	23%	28%	25%
11–15 years	13%	12%	13%	16%
16 years or more	7%	11%	6%	5%
Age of chief executive				
Under 35	1%	†	1%	0.0%
35–39	3%	3%	4%	1%
40–44	13%	16%	14%	6%
45–49	21%	23%	20%	20%
50–54	26%	25%	27%	29%
55–59	20%	21%	18%	23%
60 or over	16%	12%	16%	21%
Where chief executive worked before being appointed				
In same institution or system	31%	33%	26%	33%
Outside institution or system	69%	67%	74%	67%
Prevalence of women and minority groups				
Woman	8%	6%	14%	3%
Member of minority group	6%	6%	8%	7%
Prevalence of contracts	**75%**	**84%**	**73%**	**63%**
Provisions for housing				
Residence provided	53%	20%	73%	76%
Additional housing assistance				
Maintenance	30%	11%	40%	47%
Utilities	29%	10%	40%	44%
Household staff	24%	5%	31%	46%
Remodeling allowance	17%	7%	22%	29%
Other housing assistance (where residence not provided)				
Home-purchase allowance	13%	8%	21%	22%
Mortgage-interest subsidy	4%	2%	7%	7%
Property-tax allowance	2%	1%	3%	4%
Rental allowance	5%	3%	10%	7%
Relocation assistance (for those who moved)				
Household moving expenses				
Paid in full	75%	59%	82%	81%
Paid in part	19%	29%	15%	17%
Travel expenses for family				
Paid in full	37%	20%	42%	43%
Paid in part	13%	14%	13%	14%
Some provision for car	**91%**	**89%**	**93%**	**95%**
Personal car provided	58%	48%	69%	62%
Pool car				
Assigned to chief executive	18%	20%	15%	24%
Available as needed	5%	6%	3%	4%
Operating expenses				
Paid	41%	31%	50%	47%
Allowance provided	11%	16%	8%	7%
Option to purchase car	2%	2%	3%	1%
Driver provided as needed	9%	2%	11%	23%
Tuition assistance for children				
At own institution	51%	42%	65%	47%
Tuition assistance for children—Continued				
Full tuition	41%	35%	55%	31%
50 per cent or more	8%	6%	9%	11%
Less than 50 per cent	2%	1%	1%	5%
At other institutions	18%	5%	31%	13%
Full tuition	6%	2%	11%	2%
50 per cent or more	4%	1%	4%	6%
Less than 50 per cent	3%	1%	5%	1%
Equivalent of benefit at own institution	5%	1%	11%	4%
Some provision for travel and entertainment expenses	**98%**	**98%**	**99%**	**98%**
Reimbursement	76%	72%	80%	78%
Separate travel allowance	24%	19%	29%	20%
Per-diem allowance	18%	25%	12%	25%
Unrestricted expense account	10%	5%	12%	13%
Reimbursement for spouse's expenses	19%	3%	30%	26%
Airline V.I.P. club	11%	2%	16%	15%
First-class air travel	10%	7%	10%	13%
Use of institution's plane	4%	1%	2%	12%
Some provision for local entertainment expenses	**86%**	**70%**	**96%**	**93%**
Reimbursement	61%	48%	68%	65%
Fixed allowance	29%	24%	34%	30%
Unrestricted expense account	11%	5%	13%	17%
Use of campus facilities	50%	23%	65%	69%
Use of institution staff	46%	18%	64%	61%
Some provision for assistance to spouse	**24%**	**5%**	**31%**	**44%**
Staff / facilities for entertaining	22%	5%	30%	40%
Secretarial staff as needed	7%	2%	7%	15%
Remuneration for full-time involvement at institution	1%	†	2%	2%
Some provision for membership in clubs and / or associations	**72%**	**59%**	**81%**	**74%**
Professional associations, societies	57%	53%	65%	48%
Luncheon club	23%	12%	28%	29%
Country club	19%	9%	25%	30%
Other private club	21%	5%	29%	36%
Health club	2%	1%	2%	1%
Retirement programs				
Institution's contribution to basic plan (percentage of salary)				
None	9%	11%	8%	7%
Some, but less than 5.0%	5%	6%	5%	1%
5.0%–6.9%	21%	19%	26%	18%
7.0%–8.9%	20%	26%	14%	21%
9.0%–10.9%	19%	16%	21%	22%
11.0%–12.9%	11%	10%	12%	12%
13.0%–14.9%	5%	6%	3%	5%
15.0% and above	10%	6%	11%	14%
Contributions required of chief executive (percentage of salary)				
None	36%	29%	41%	30%
Some, but less than 5.0%	12%	10%	15%	11%
5.0%–6.9%	36%	33%	39%	43%
7.0%–8.9%	13%	26%	3%	14%
9.0% and above	3%	2%	2%	2%
Supplemental plan(s) provided by institution	50%	37%	56%	66%

* Total includes 18 medical schools and medical centers, 67 theological seminaries, and 36 other institutions
† Less than 1%

Average Salaries by Type of Institution, Budget, and Enrollment

Universities

	Number of institutions	Average salary of chief executive
Public universities		
Operating budget:		
Less than $10,000,000	7	$58,700
$10,000,000–$24,900,000	29	66,100
$25,000,000–$49,900,000	42	65,400
$50,000,000–$99,900,000	32	72,600
$100,000,000 and over	29	83,500
Total	**139**	**$70,700**
Full-time-equivalent students:		
Fewer than 2,500	11	$61,900
2,500–4,999	19	70,600
5,000–7,499	33	66,000
7,500–12,499	39	70,800
12,500 and over	37	77,400
Total	**139**	**$70,700**
Independent universities		
Operating budgets:		
Less than $10,000,000	8	$60,200
$10,000,000–$24,900,000	11	81,300
$25,000,000–$49,900,000	14	86,300
$50,000,000–$99,900,000	4	92,900
$100,000,000 and over	11	$123,800
Total	**48**	**$90,000**
Full-time-equivalent students:		
Fewer than 1,000	5	$63,300
1,000–2,499	10	73,500
2,500–4,999	15	85,800
5,000–7,499	7	100,900
7,500–12,499	5	104,400
12,500 and over	6	125,200
Total	**48**	**$90,000**
Church-related universities		
Operating budget:		
Less than $25,000,000	16	$62,400
$25,000,000–$49,900,000	6	80,900
$50,000,000 and over	6	91,700
Total	**28**	**$72,700**
Full-time-equivalent students:		
Fewer than 2,500	7	$59,400
2,500–4,999	11	69,400
5,000 and over	10	85,800
Total	**28**	**$72,700**

4-Year Colleges

	Number of institutions	Average salary of chief executive
Public 4-year colleges		
Operating budget:		
Less than $5,000,000	5	$52,200
$5,000,000–$9,900,000	23	53,200
$10,000,000–$24,900,000	39	60,600
$25,000,000–$49,900,000	16	64,400
$50,000,000 and over	6	74,100
Total	**89**	**$59,800**
Full-time-equivalent students:		
Fewer than 1,000	4	$50,600
1,000–2,499	32	55,300
2,500–4,999	26	59,900
5,000–7,499	17	64,800
7,500 and over	10	69,200
Total	**89**	**$59,800**
Independent 4-year colleges		
Operating budget:		
Less than $5,000,000	48	$47,700
$5,000,000–$9,900,000	56	58,900
$10,000,000–24,900,000	61	71,300
$25,000,000 and over	22	86,500
Total	**187**	**$63,300**
Full-time-equivalent students:		
Fewer than 1,000	75	$53,400
1,000–2,499	97	67,200
2,500–4,999	11	84,100
5,000 and over	4	98,900
Total	**187**	**$63,300**
Church-related 4-year colleges		
Operating budget:		
Less than $5,000,000	55	$41,600
$5,000,000–$9,900,000	90	52,100
$10,000,000 and over	55	$63,700
Total	**200**	**$52,300**
Full-time-equivalent students:		
Fewer than 1,000	104	$45,900
1,000–2,499	84	58,500
2,500 and over	12	63,800
Total	**200**	**$52,300**

2-Year Colleges

	Number of institutions	Average salary of chief executive
Public 2-year colleges		
Operating budget:		
Less than $5,000,000	125	$49,500
$5,000,000–$9,900,000	106	53,600
$10,000,000–$24,900,000	95	60,000
$25,000,000–$49,900,000	25	65,600
$50,000,000 and over	6	67,900
Total	**357**	**$55,000**
Full-time-equivalent students:		
Fewer than 1,000	56	$47,300
1,000–2,499	131	51,900
2,500–4,999	89	57,400
5,000–7,499	31	59,000
7,500–12,499	30	64,400
12,500 and over	20	65,400
Total	**357**	**$55,000**
Independent 2-year colleges		
Operating budget:		
Less than $5,000,000	13	$47,300
$5,000,000 and over	6	53,900
Total	**19**	**$49,400**
Full-time-equivalent students:		
Fewer than 1,500	19	$49,400
Church-related 2-year colleges		
Operating budget:		
Less than $5,000,000	16	$37,700
Full-time-equivalent students:		
Fewer than 1,000	16	$37,700

SOURCE: ASSOCIATION OF GOVERNING BOARDS OF UNIVERSITIES AND COLLEGES AND COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION